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Employee Relations Manager

City Manager's Office of Employee Relations

The City has worked diligently to provide a “safe space” for employees. A primary goal in creating a “safe space” was to get concerns reported, ideally early enough so that a problem or issue can be avoided before it occurs or before it becomes more serious. As part of that effort, it is critical that employees and members of the public feel comfortable raising concerns without being worried that the information would become public because it may serve to discourage employees from raising concerns.

Our interest is in ensuring that we continue to provide a “safe space” for employees to raise concerns and seek advice in order to increase the chances that an issue gets reported or discussed so that it can be resolved.

Fraud & Audit Whistleblower Hotline

The City maintains a Fraud & Audit Whistleblower Hotline that provides a reporting avenue for employees as well as residents, customers or any member of the public to bring forward complaints. These reports may be made anonymously and complainants who do provide identifying information are informed that release of their identity will only occur in very limited circumstances. The City can provide a report regarding the number and nature of complaints received. We would not recommend releasing the names of complainants or other identifying information.

Employee Disciplinary Action Taken

A log of disciplinary actions taken when a Notice of Discipline is issued for regular classified civil service employees could be produced on a semi-annual basis that includes the department, employee classification (except for single position classifications or unique classifications that by releasing the classification would identify the employee), type of discipline (i.e. suspensions, demotions, step reductions and dismissals/terminations) and basis for the action, and could be made available to the public. Identifying information would not be included in such a report.